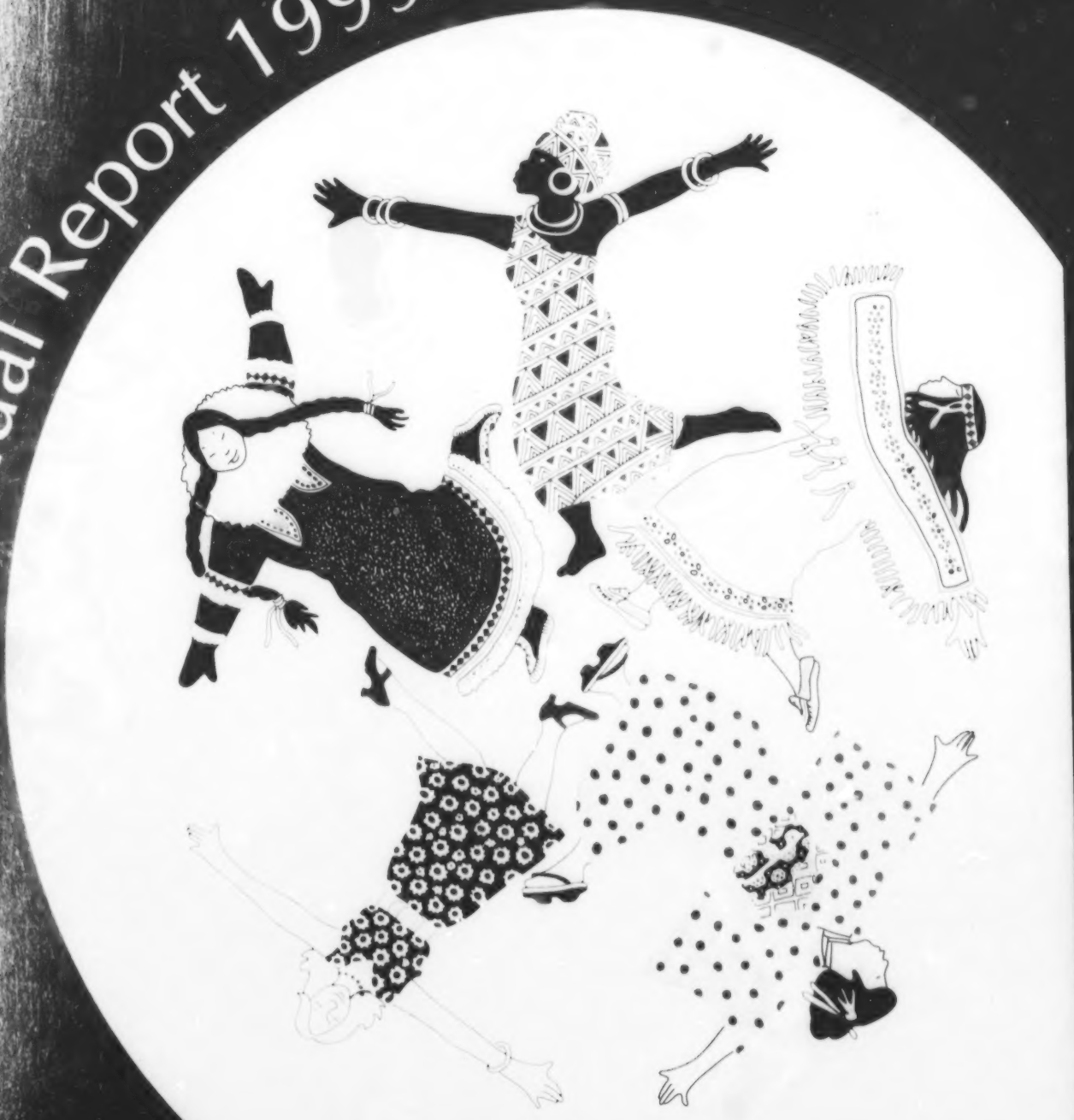
Status of Women Council of the NWT

Annual Report 1999-2000



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LETTER OF TRANSMITTAL

June 30, 2000

Honourable Jane Groenewegen
Minister Responsible for the Status of Women
Government of the Northwest Territories
Box 1320
Yellowknife, N.W.T. X1A 2L9

Dear Mrs. Groenewegen,

On behalf of the members of the Status of Women Council, I am pleased to present to you our Annual Report for the year ending March 31, 2000.

This past year we entered a new phase as the Status of Women Council for the NWT post-division. This has enabled us to have increased representation from NWT communities on our Council and to work in a more focused way on the political, social and economic equality of women in the new NWT. Areas of work during 1999-2000 included developing programs to support women's recovery and healing from trauma and substance abuse; human rights; breast cancer; the development of women's skills for personal empowerment; increasing the participation of women in leadership; and the formation of interagency partnerships to address family violence issues. Emerging issues this past year have included workplace harassment; employment opportunities for women in the minerals, oil and gas sectors; and the extent to which gender equality policies and gender analysis are being integrated into government programs and policies.

We also continued our core community development work through our Community Development Worker program which provides assistance to community women's groups and other groups who are working to bring about social change and wellness at the community level.

I would like to express my gratitude to the current members of the Council for their leadership and hard work and to our staff for their excellent work in implementing the Council's directions. The Council is very grateful to you and your staff for your support of our efforts.

We look forward to continuing to work with you and other members of the Government of the NWT towards the goal of women's equality.

Sincerely,

Viola E. Beck
President

COUNCIL MEMBERS

(D. Zimmerman)

Viola E. Beck
President
Yellowknife, NT

(D. Zimmerman)

Jean Ekpakchak
Member
Holman, NT

(D. Zimmerman)

Tessie Gonzales
Member
Hay River, NT

(D. Zimmerman)

Harriet Geddes
Vice-President
Fort Providence, NT

(D. Zimmerman)

Theresa Etchinelle
Member
Tulita, NT

(Addena Sumter-Freitag)

Bernadette Lockhart
Member
Lutsel K'e, NT

COUNCIL STAFF:

Rosemary Cairns	Executive Director
Marsha Argue	Director, Projects and Research
Theresa Handley	Office Manager
Addena Sumter-Freitag	Community Development Worker

Our thanks to all the volunteers who have helped us this year.

COUNCIL OFFICE :

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BACKGROUND

The Status of Women Council of the Northwest Territories was created in April, 1990, under the NWT *Status of Women Council Act*. The Council's mandate is to work towards the political, social and economic equality of all women in the NWT, through advice to the Territorial government, research, public education, advocacy on behalf of women, and assistance to women's groups. The Government of the NWT provides core funding to the Council.

Council members who served during the 1999-2000 year are:

- Viola Beck, Yellowknife (President)
- Harriet Geddes, Fort Providence (Vice-President)
- Tessie Gonzales, Hay River
- Jean Ekpakohak, Holman Island
- Theresa Etchinelle, Tulit'a
- Bernadette Lockhart, Lutsel K'e

Council Meetings

The Council met twice during the year, in June 1999 at Trappers Lake Spirituality Centre near Yellowknife and in December 1999 in Yellowknife.

During the June 1999 meeting, the Council developed a vision for its work. The vision is :

"We, the Council and Staff of the Status of Women Council of the NWT, actively promote and support the well-being of and healthy lifestyles for the Council, the staff, individual women and their families, women's groups and community groups by:

- providing information and awareness to the public on their goals and objectives;
- promoting and being positive female role models to work in an effective, honest and respectful wholistic manner;
- working in partnership with other agencies and all levels of government in the NWT and elsewhere;
- lobbying and providing advice to governments on all issues and policies identified as priorities by the Status of Women Council from time to time;
- creating and nurturing new programs and services;
- conducting participatory community-based research;
- developing and sharing information resources and materials; and
- advocating for women

to assist women to empower themselves, through awareness of personal and human rights, to build their own capacity and leadership to better their lives and to do so respecting cultural diversity."

The Minister Responsible for the Status of Women at that time, Hon. Charles Dent, met with the Council to discuss their goals and objectives. The Minister also presented plaques to the Council's former President, Rita Arey of Aklavik, and Vice-President, Rebecca Kudloo of Baker Lake, recognizing their dedicated service and commitment to the Status of Women Council of the NWT over the previous nine years. The Council also presented gifts to thank them for their leadership.

At the December 1999 meeting, the Council discussed Government of the NWT policies on the equality for men and women, and zero tolerance of violence, and urged the Legislative Assembly and Government of the NWT to develop strategies and practical ways to put both of these goals into action. The Council also encouraged the government to make sure women are included in any new constitutional discussions; to provide help and training for families and communities dealing with young people affected by FAE/FAS; and to provide support for victims of crime and for the broader community which is also impacted from the time charges are laid and throughout the criminal justice proceedings.

Between formal Council meetings, conference calls were held once each month to review progress, discuss issues, and provide direction to Council staff.

ACTIVITIES AND INITIATIVES

ONGOING SUPPORT FOR WOMEN'S EMPOWERMENT

- The Council's Community Development Worker provides workshops on request to women's groups or community groups working on issues of concern to women
- The Council has a free video lending library and resource library
- Our staff can provide help to community groups on proposal-writing and finding funding for projects
- Our office provides information to the public on many wellness and equality issues
- Our office provides individual advocacy for women
- The Council promotes ways to honour NWT women, including the annual Wise Women Awards and information encouraging International Women's Day activities in the communities
- The Council annually distributes information to encourage communities to promote violence-free communities by holding a Take Back The Night march and marking the National Day of Remembrance and Action on Violence Against Women held on December 6th each year.

Vigil for National Day of Remembrance and Action on Violence Against Women, Legislative Assembly, Yellowknife, December 1999. (Addena Sumter-Freitag)

VIOLENCE PREVENTION AND HEALING

Coalition Against Family Violence

The Coalition Against Family Violence, which is facilitated by the Council, includes representatives from the NWT Departments of Justice and Health & Social Services;

Justice Canada; Legal Services Board of the NWT; RCMP; Yellowknife Women's Centre; Alison McAteer House; Yellowknife Victims Services; and the Salvation Army. During 1999-2000 the Coalition prepared plain-language information brochures on "How to Get a Custody or Access Order" and "How to Get a Peace Bond". These pamphlets are being printed and distributed by the Legal Services Board.

In January 2000 the Coalition organized a one day workshop attended by 30 representatives from a broad range of agencies involved in various aspects of family violence situations, including the courts, housing agencies, NWT corrections and income support. The workshop was a first step towards building a network of services to better serve victims of family violence and their children.

WELLNESS

Healing and Recovery Program for Women

In 1997 the Council and several other organizations formed the Coalition for New Futures for Northern Women to develop healing and recovery programs for women/pregnant women who have experienced trauma and substance abuse.

During 1999-2000 the Council and other Coalition members worked with the Department of Health and Social Services and the Yellowknife Health and Social Services Board to lay the groundwork for an innovative and exciting pilot healing and recovery program for women and their children. This day program, which will begin in the fall of 2000, will integrate a number of existing programs to form a continuum of care for women and children entering the program. The program will be flexible to meet the individual family's needs, and will have several components including readiness, supportive housing options, life skills, trauma therapy and ongoing support/aftercare. The primary partners in the delivery of the program will be the YWCA and the Yellowknife Women's Centre, and the program will be governed overall by a coalition of helping agencies which will be chaired by the Council.

This project has also resulted in a program model which could be adapted in other communities or regions of the NWT.

FAS Prevention : Community Support for Individual and Family Recovery

During 1999-2000 the Council and the Native Women's Association worked with the Department of Health and Social Services to produce TV public service ads, posters and other materials to promote community understanding of the underlying causes of substance abuse, such as childhood abuse or family violence, which may lead women to drink or use drugs during pregnancy. The TV PSAs and other materials will be released in the fall of 2000.

Breast Cancer

Participants in strategic planning workshop on breast cancer, Yellowknife February 2000. (B. Round)

During 1999-2000, the Council continued its partnership with the NWT Breast Health/Breast Cancer Action Group and an interagency Breast Cancer Advisory Panel to improve access to information, services and support for NWT women and in particular for women experiencing breast cancer and their families.

In 1999-2000 the Council and the Action Group received funding under Health Canada's Canadian Breast Cancer Initiative to build a more effective network of services and supports related to breast cancer; this included a strategic planning session in February 2000 which set a number of directions for future work.

We also received funding from the Canadian Breast Cancer Foundation (Run for the Cure) to carry out activities related to increasing breast cancer awareness, and services and support for women with breast cancer. This includes the production of « tool kits » or tabletop displays for use at community health fairs for breast health education. Other specific initiatives carried out included a series of breast cancer information workshops by Dr. Lui of the Grace Breast Health Clinic in Calgary, and performances by Handle with Care, a theatre project that deals with the emotional impacts of cancer. These initiatives were shared with other regions of the NWT through the collaboration of Stanton Regional Hospital's Telehealth system.

With funding provided by the Department of Health and Social Services, the Council and the Action Group also produced breast health education audiotapes for use in community health centres and community radio stations; these cassettes and CDs will be distributed this summer.

The Council also participates, along with several health agencies, on the NWT Breast Health Advisory Committee which will oversee the implementation of a comprehensive breast cancer screening program in the NWT.

WOMEN AND LEADERSHIP

In 1998 the Council began a project to encourage women into leadership at all levels. Funding for this project was provided by Status of Women Canada and the NWT Department of Municipal and Community Affairs. A women and leadership workshops book for Nunavut was completed prior to division. In May 1999 women from different communities across the NWT gathered in Yellowknife to plan a Women and Leadership workshops manual for the NWT. Participants identified many important components of the workshops manual such as personal development, how to build your own network and support systems, supporting other women in leadership, ethics, conflict resolution, and roles and responsibilities of board members and elected officials. We are currently developing the draft manual materials and will be seeking funding to pilot the draft manual and workshops during 2000-01.

WOMEN AND HUMAN RIGHTS

Human Rights Awareness and Legislation

The Council is a member of and co-ordinates the work of the Northern Women's Human Rights Committee, whose goal is to raise awareness of human rights issues and develop better human rights protection in the NWT.

During 1999-2000 the Committee completed a seventh TV PSA in the series entitled *Human Rights For All*. This PSA dealt with the lack of human rights protection for gays and lesbians in the NWT. The TV PSAs have led to an increase in the number of people calling the Council office because they have experienced some form of discrimination such as workplace harassment, racism, or sexual harassment.

In October 1999 one representative of the Committee and one representative of the Council attended a meeting in Edmonton to provide input on the revision of the federal *Canadian Human Rights Act*. We recommended that there be more public education on human rights; that personal harassment be prevented in human rights legislation; that the prohibited grounds of discrimination include socio-economic condition; and that advocates are needed to assist human rights complainants through the complaints process.

Prior to the December 1999 Territorial election, the Committee surveyed all the election candidates regarding their views on human rights and the need for comprehensive human rights legislation in the NWT. Sixteen candidates replied before the deadline and

all were supportive of human rights legislation for the NWT. The NWT and Nunavut are the only jurisdictions in Canada without a comprehensive human rights act and an independent commission to investigate human rights complaints.

Workplace Harassment

From the number of women who call the Council office and other frontline agencies regarding harassment in the workplace, it is clear that this is a very great problem in the NWT. Harassment is any behaviour that is humiliating, intimidating or offensive in other ways and creates an uncomfortable work environment for the individual; it also includes sexual harassment. Examples of workplace harassment are sexual comments, racial slurs or jokes, verbal abuse from supervisors or colleagues, unfair dismissals, or unfair job conditions.The impacts of harassment on the person can include depression, high stress, thoughts of suicide, physical illness and financial loss. Many of these harassment situations are outside the current scope of the NWT *Labour Standards Act* or the *Fair Practices Act*.

In 1999 a group of concerned agencies and individuals formed the Coalition for Harassment-Free Workplaces, which is coordinated by the Status of Women Council. The goals of the Coalition are to bring about better legislation, complaint mechanisms and advocacy for victims of workplace harassment, and to prevent harassment through education of employers, employees and the public in general.

In 2000 the Coalition received funding from Status of Women Canada and Canadian Heritage (Human Rights) for a first phase of work on this issue, consisting of qualitative and quantitative research on workplace harassment in the NWT. Phase One activities include doing confidential interviews with women who have experienced workplace harassment; gathering statistics on complaints; and laying the groundwork for an NWT-wide survey of employers and community agencies on this topic. The information gathered will be the basis for recommendations and an action plan to address workplace harassment in the NWT. We expect the Phase One work to be completed by August 2000.

GENDER EQUALITY AND GENDER-BASED ANALYSIS

In keeping with Canada's commitment internationally to the *United Nations Convention on the Elimination of All Forms of Discrimination Against Women* (1979), and the U.N. *Platform for Action* (1995), the federal, provincial and territorial governments have policies and mechanisms in place to promote the equality of men and women.

In the NWT, the Policy on the Equality of Men and Women was adopted in 1985 and followed by the Five Year Plan of Action (1985-89). The Policy states that « The Government of the Northwest Territories will actively support and encourage the participation of women on an equal basis with men in all aspects of society in the

Northwest Territories ». One of the five priority areas of the Policy and the Action Plan was « integrating status of women concerns into GNWT plans, policies and programs » including reviewing all Cabinet decisions for their implications for the status of women, as appropriate – a form of gender-based analysis.

In 1995 the Federal Government set out its own plan, called *Setting the Stage for the Next Century : the Federal Plan for Gender Equality*. In it the federal government makes a commitment to gender-based analysis, that is, « to ensuring that all future legislation and policies include, where appropriate, an analysis of the potential for different impacts on women and men. » Men and women have different life experiences and social realities, and therefore are impacted differently by policies and programs. This must be taken into account to ensure that the outcome, gender equality, is achieved.

The Council has in the past carried out gender analysis of both the BHP and Diavik environmental impact statements, with the assistance of funding from the Canadian Environmental Assessment Agency and DIAND respectively.

It has become very apparent to the Council during 1999-2000 that gender-based analysis is not very firmly integrated into government programs and policies, in spite of the above. The Council participated in a federal process aimed at developing a sustainable development policy for the north and found that gender implications were initially not being considered, despite having been raised previously by the Council in that forum. We also found this year that when we raised the need for women-only trades training and necessary supports in order to overcome barriers for women in this field, the need for such programs was not well understood.

Members of Economic Strategy Panel and support staff, Fort Simpson, September 1999

ECONOMIC STRATEGY PANEL

The Council was invited by the Minister of Resources, Wildlife and Economic asked to

make recommendations about a comprehensive economic development strategy for the NWT. The Council was represented on the Panel by Council President Viola Beck. She attended Panel meetings throughout the fall and spring, and took an active part in the Panel's work.

The Council also made a presentation to the Panel setting out some of the Council's concerns and emphasizing the need to include healthy people, families and communities in economic planning.

EMPLOYMENT.

Women and Mining, Oil and Gas

During past Council consultations with women concerning the environmental impacts of proposed mining projects, women stated that if these large projects go ahead, there must be training and employment opportunities for women, not only as cooks and housekeepers but in higher paying positions. The recent sharp increase in oil and gas development in the Deh Cho and the possibility of major pipeline development also offer potential employment for women. The Council believes strongly that programs must be put in place to ensure that interested women can be trained, recruited, and employed in the minerals, oil and gas sectors.

There are many reasons to develop programs to increase the participation of women in mining, oil and gas. The pool of trained northern workers is limited and increasingly large companies are hiring workers from the south, although NWT women constitute a largely untapped pool of workers in this sector. Both the Government of the NWT and the Federal Government have policies to promote gender equality, including the economic equality of women.

Increasing women's participation in these sectors must include recognizing that there are barriers to the employment of women in what are considered to be non-traditional jobs for them. Examples of barriers include workplace culture and attitudes, harassment on the job, lack of child care in the home community, lack of information on career possibilities in mining, oil and gas, and lack of access to informal hiring networks.

In 1999-2000, the Council and North of Sixty Women in Trades and Technology (WITT), with assistance from the Department of Education, Culture and Employment, hosted a meeting of government, industry, education and training groups and women's groups, to begin the development of a strategy to increase the participation of women in minerals, oil and gas. The Council also received funding from the Department of Indian Affairs and Northern Development to research the barriers to women's participation in these sectors and to make recommendations on how the barriers can be addressed.

Participants in workshop for Healthy Moms and Babies Program, Arviat, April 1999
(Addena Sumter-Freitag)

Possible ways of addressing these barriers include specific outreach to women by industry and career development workers; offering women-only trades programs with the needed supports in place; developing role model and mentorship programs for women; and ensuring a workplace that is supportive of women workers in non-traditional jobs. During 2000-01, we will continue to work with all sectors to develop the strategy to increase the participation of women in minerals, oil and gas, and we will work with the Department of Education, Culture and Employment and Aurora College to ensure that pre-trades and trades programs specific to women are offered.

Development Planning for the Mackenzie Valley

The Council has been represented on the Steering Committee of the Mackenzie Valley Development Planning Project since February 2000. As well as taking part in the Steering Committee, the Council participates in two Project groups – Human Resource Planning and Community Impacts. This reflects the Council's interest in both increasing the participation of women in the oil and gas industry, and in helping communities cope with the impact of development.

Career and Employment Information

The Council has been actively involved with the Department of Education, Culture and Employment and other government and non-profit agencies in developing NorthWIN, the northern Work Information Network, which provides career and labour market information relevant for northerners in an accessible and usable manner. The NorthWIN website is located at www.workinfonet.ca/NorthWIN/ and includes information relating to career planning, work, education and training opportunities, labour market trends, financial assistance and supports within the NWT and Nunavut.

COMMUNITY DEVELOPMENT WORKER PROGRAM

The role of the Council's Community Development Worker is to provide workshops, information, and assistance to NWT women's groups and other groups working on issues of concern to women, community wellness, and personal wellness and empowerment.

« Understanding Anger » workshop, Hay River, October 1999. (Addena Sumter-Freitag)

The following workshops were requested and delivered by the Community Development Worker during 1999-2000:

April 1999

Arviat

- 4 day Workshops on: "Self Esteem", "Communication", and "Parenting" Sponsored by Healthy Mom's & Babies Early Childhood Program
- 4-days "Young Women's Inner Power Workshop", 3 days- "Community Support Worker's Workshop", sponsored by QITQLIQ School

May

Yellowknife

- 4 days "Western Women & Leadership Workshop", sponsored by Status of Women Council

August

Norman Wells

- 3 days "Me in My Job: A Workshop on Workplace Communication, Stress, & Solutions, sponsored by Norman Wells Health Centre

September

Yellowknife

- 3 days "Self Esteem/Assertiveness Workshop" for Y.W.C.A. Focus Group. Sponsored by the Y.W.C.A.

October

Hay River

- 3 days "Understanding Anger Workshop" for Growing Together Healthy Moms Program Women's Group. Sponsored by Growing Together.

Fort Providence, Healing and Wellness Workshop Series, March 2000.
(Addena Sumter-Freitag)

Yellowknife

- 3 days "Healthy Sexuality Workshop for Y.W.C.A. Focus Group. Sponsored by the Y.W.C.A.
- 3 days "Communications Training Workshop" for Canadian Mental Health's Help Line Volunteer Workers. Sponsored by Canadian Mental Health.

November

Whitehorse, Yukon

- 2 days "Finding Your Voice: a Social Action/Leadership Workshop" for "Northern Women's Circumpolar Conference". Sponsored by conference organizers.

January

Fort Providence

- 3 days "Self & Self Awareness Workshop Series" for Fort Providence Women's Group. Sponsored by Zhahti Koe Friendship Centre & Dene Band

February

Fort Providence

- 3 Day " Family Violence Training Series" for Fort Providence Women's Group. Sponsored by Zhahti Koe Friendship Centre & Dene Band

March

Fort Providence

- 3 Days " Wellness & Healing Workshop for Fort Providence Women's Group. Sponsored by Zhahti Koe Friendship Centre & Dene Band

April

Ft. Simpson

- 2 Days "Dark to Light Parenting Workshops" for: Sa Naeah Prenatal Program
- 1 Day "How to Start a Women's Support Group" Workshop for Sa Naeah Prenatal Program

'From Dark to Light Parenting Workshop', Fort Simpson, April 2000 (Addena Sumter-Freitag)

WISE WOMEN AWARDS

The Awards recognize and celebrate women who are dedicated and committed to their community, have helped women or the community as a whole, and are strong role models. Before division of the Northwest Territories, the Council annually selected two women from Nunavut and two women from the western Arctic.

Ingrid Kritsch, Yellowknife	North Slave
Dorothy Beaulieu, Fort Resolution	South Slave
Violet Doolittle, Inuvik	Beaufort-Delta
Margaret Thom, Fort Providence	Deh Cho
Florence Barnaby, Fort Good Hope	Sahtu

We also honour and congratulate the 32 other women who were nominated for the Awards by people in their community.

Margaret Thom, one of this year's Wise Women award recipients at the International Women's Day ceremony at the Legislative Assembly March 8, 2000. (Addena Sumter-Freitag)

PUBLICATIONS AND RESOURCES

The following are available from:
Status of Women Council of the NWT
Box 1320
YELLOWKNIFE NT X1A 2L9
Tel.(867) 920-6177 Fax(867) 873-0285 Toll-free 1-888-234-4485
e-mail: council@statusofwomen.nt.ca
You can also check our website for new listings and periodic newsletters :
www.statusofwomen.nt.ca

Posters

- *Circle of Hope* International Women's Day Poster, 1994 (multilingual)
- *Celebrating Together* International Women's Day Poster, 1992 (multilingual)
- *Break the Silence...End the Violence* Family violence prevention poster, 1992 (English and Inuktitut)
- *Women At Work* Set of three posters valuing women's work in the home, the workplace and the community, 1990 (English, South Slavey and Inuktitut), [NWT Advisory Council on the Status of Women]

Kits

- *Break the Silence...End the Violence* Famiy Violence Prevention Kit, 1992 (English)
- *From Dark to Light: Regaining a Caring Community,* Community Workshops Facilitation Manual, 1995 (English, French)

Newsletter

- *"Women Talk"* - Council newsletter (English) – past issues

Audio-visual

- *Human Rights For All* video and discussion kit on human rights issues in the NWT, 1998 (English and Inuktitut)
- 7 TV PSAs on human rights in the NWT, each 30 to 60 sec. in length. Theme: *"Human Rights For All"*, 1998 (English)
- 5 TV PSAs on family violence. 1992. Each PSA is 30 to 60 seconds in length. Theme: *"Break the Silence...End the Violence."*
- *Our New Sexuality* - awareness video for women on AIDS and STDs (English)
- 7 TV PSAs on anti-violence, each 30 sec. in length. Theme: *"There's No Excuse for Abuse."* 1995. (English, Inuktitut, Dogrib and North Slavey). Audio cassettes available also.
- 5 TV PSAs for women on prevention of AIDS/STDs. Theme: *"It's Your Body, It's Your Health, It's Your Decision."* (English)

Publications/Briefs/Presentations

EDUCATION

- *Submission to Ministerial Forum on Student Financial Assistance*, September, 1997, (English)
- *Comments to Standing Committee on Legislation re. Bill 25 - Education Act*, April, 1995 (English)
- *Our Education, Our Future: What NWT Girls Said,* report to teen women, December, 1994 (English, French and Inuktitut)
- *Adolescent Girls in the NWT: Academic Preparation and Career Planning*, full report and summary report, December, 1994 (English)
- *Response to "Towards a Strategy to 2010 - A Discussion Paper"*, July, 1994 (English)
- *I Learn From You - Read To Me* Pamphlet to encourage reading to young children,1993 (English, French, Cree, Dogrib, North Slavey, South Slavey, Chipewyan, Gwich'in, Inuktitut, Inuvialuktun and Inuinnaqtun).

COMMUNITY WORK

- *Proposal Writing Guide - How to Write a Proposal to Get Funding for Your Project.* (English)
- *Women Talk.* Council newsletter (English)
- *International Women's Day Kit* (English)
- *Fact Sheets on NWT Women* (English)
- *A Community Worker at Your Service* Pamphlet on the Council's Community Worker program (English)
- *Video and Cassette Collection Catalogue* (English)
- *List of Projects of the SWC* (English)

EQUALITY OF WOMEN

- *Overview of Progress re. the Status of NWT Women 1991-1995.* September 1995 (English)
- *Presentation to Women's Conference*, Rankin Inlet, March/95 (English)
- *Response to "Canada"s Commitment to Women's Equality".* Covers the 14 areas identified by the United Nations forward-looking strategies on women's equality. September 1992 (English)

INCOME

- *Review of Diavik Diamonds Project: Impacts on Women and Families.* March, 1999 (English).
- *Submission to National Council of Welfare.* June 1997 (English)
- *Comments Submitted to Federal Consultations on the Canada Pension Plan.* May 1996 (English)
- *Proposed BHP Diamond Mine: Socio-Economic Impacts on Women.* February 1996. (English). Submission to BHP Diamond Mine Environmental Assessment Panel Public Hearings.
- *Review of NWT Diamonds Project Environmental Impact Statement: Socio-Economic Impacts on Women.* October 1995. (English)
- *Comments on "Creating Choices: Solving the Income Support Puzzle".* January 1995. (English)
- *Presentation to House of Commons Standing Committee on Human Resource Development Regarding Social Security Reform.* November 1994 (English)
- *Comments on Draft NWT Fur Strategy.* May 1994 (English)
- *Report to the Special Committee on the GST.* April 1994 (English)

EMPLOYMENT

- *Evaluation and Needs Assessment of From Dark to Light: Regaining a Caring Community.* Lutra Assoc. Ltd., March 1998 (English).
- *Comments from the Status of Women Council of the NWT on Draft NWT Labour Force Development Plan.* January 1997 (English)
- *Response to "Working Together: Affirmative Action Policy Review 1994/1995."* September 1995 (English)
- *Ethics of Work.* Presentation to St. Patrick's High School, September 1994. (English)
- *Presentation to the Hon. John Todd, Minister of Safety and Public Services, regarding the draft Labour Standards Act Domestic Workers Regulations.* March 1993 (English)
- *Brief to the Labour Standards Law Review Panel.* November 1989 (English), [NWT Advisory Council on the Status of Women]
- *Brief to the Special Committee on the Northern Economy.* March 1989 (English), [NWT Advisory Council on the Status of Women]

• *Arts and Crafts: Women and Their Work.* August 1988 (Full Report in English; Summary Report in English and Inuktitut), [NWT Advisory Council on the Status of Women]

WELLNESS

• *Breast Health/Breast Cancer Resource Manual.* Resource manual for community health centres, September 1999 (English).
• *Caring For Yourself.* Breast Health Booklet, September 1999 (English and all NWT Aboriginal languages).
• *Breast Cancer in the NWT: The Voice of Survivors.* Report, May 1997 (English and Inuktitut)
• *Keeping Women and Communities Strong: Women, Substance Abuse and FAS/FAE, an NWT Needs Assessment.* May 1996 (Full Report in English, Short Report in English and Inuktitut)
• *From Dark to Light: Regaining a Caring Community, Phase II Final Activity Report.* March 1995 (English)
• *From Dark to Light: Regaining a Caring Community,* workshops manual, March 1995 (English, French)
• *A Wholistic Response to Violence at the Community Level as Part of an Overall Wellness Strategy.* February 1995 (English)
• *Rewriting Liquor Laws in the NWT.* September 1994 (English)
• *Mianiqsijit Project - Presentation to the 9th Inuit Studies Conference,* June 1994 (English)
• *Feeling Good About Myself.* Women's Health Kit booklet on self-esteem, March 1994 (English, French and Inuktutit)
• *Getting Ready For Your Visit to Your Health Care Provider.* Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
• *What I Need to Know: My Rights and Responsibilities in Health Care.* Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
• *Safer Sex and Me.* Women's Health Kit booklet, March 1994 (English, French and Inuktitut)
• *Comments on the Final Report of the Special Committee on Health and Social Services.* November 1993 (English)
• *Presentation to the Special Committee on Health and Social Services.* May 1993. (English)
• *Submission to the Royal Commission on Aboriginal Peoples.* December 1992 (English)
• *Presentation to the Special Committee on Housing.* June 1992 (English)
• *Interagency Statement on Social Issues.* An interagency presentation to the Legislative Assembly, June 1992 (English)
• *Brief to the Royal Commission on New Reproductive Technologies.* September 1990 (English)

• *Visions for Women: Partners for Change.* Report on Rankin Inlet Conference, March 1988 (English) [NWT Advisory Council on the Status of Women]

VIOLENCE

• *From Dark to Light: Regaining a Caring Community.* Workshops manual, March 1995 (English, French and Inuktitut)
• *Comments on the Zero Tolerance Declaration on Family Violence.* February 1994 (English)
• *Review of Final Report of the Canadian Panel on Violence Against Women.* October 1993 (English)
• *Review of B.C.'s Violence Against Women in Relationships Policy.* June 1993 (English)
• *Break the Silence...End the Violence.* Family Violence Awareness Kit, May 1992 (English)
• *Report to the Canadian Panel on Violence Against Women.* April 1992 (English)
• *We Must Take Care of Each Other: Women Talk About Abuse.* March 1990 (English and Inuktitut) [NWT Advisory Council on the Status of Women]
• *Pornography in the NWT.* June 1986 (English and Inuktitut) [NWT Advisory Council on the Status of Women]

JUSTICE

• *Human Rights for All.* Video and discussion kit on human rights issues in the NWT, 1998 (English and Inuktitut)
• *Submission to NWT Legislative Assembly Standing Committee on Social Programs concerning Bills 3, 4, 5 and 6 (Family Law).* June 1997 (English)
• *NWT Women and Human Rights.* 5 Fact Sheets, June 1997 (English and Inuktitut)
• *Brief to Standing Committee on Legislation Regarding Legislative Action Paper - Office of the Ombudsman.* December, 1994 (English)
• *Comments on "Family Law Reform: Proposals for Action developed by the Policy & Planning Division of the Dept. of Justice".* April 1994 (Eng.)
• *We Owe It To Our Children.* Pamphlet on the maintenance (support) enforcement program, March 1994 (English, French)
• *Custody and Access: Response to March 1993 Discussion Paper by the Department of Justice Canada.* December 1993 (English)
• *Review of Prosecution Guide for Justices of the Peace Court in the NWT.* September 1993 (English)
• *Review of Proposed Legislation re. Detention of High Risk Offenders.* August 1993 (English)
• *Response to the Standing Committee on Legislation Regarding Amendments to the Maintenance Act and the Domestic Relations Act.* May 1993 (English)
• *Spousal Support, Child Support.* Audio cassette tapes, April 1993 (South Slavey, Dogrib, English, French, Inuktitut)

- *Family Law Review. Board briefing*, December 1992 (English)
- *The Justice House, Report of the Special Advisor on Gender Equality. Board briefing*, November 1992 (English)
- *The Impact on Inuit Women of Gender Bias in the Justice System.* Presentation to Inuit Studies Conference, Laval, October 1992 (English)
- *History of Gender Bias in the Justice System.* August 1992 (English)
- *Response to the Federal Government on Bill C-36 (Corrections and Release Act).* February 1992 (English)

POLITICS

- *Nunavut, Our Changing Communities: Families as a Whole.* Women and leadership workshops manual for Nunavut, January 1999 (English and Inuktitut).
- *Building Our Future Together: Information About Gender Parity.* Pamphlet for voters in the May/97 plebescite on gender parity in Nunavut, May 1997 (English, French, Inuktitut and Inuinnaqtun)
- *A Global and Western NWT Perspective on Guaranteed Representation Based on Gender Equality.* December 1995 (English).
- *Western NWT Women's Caucus Conference on the Constitution - Actioning a Vision.* November, 1994 (English)
- *Northern Women Speak: A Vision for a New Western Territory.* March 1994 (English)
- *Participatory Models of Government for NWT Women.* Discussion paper, August 1993 (English)
- *Review of Nunavut Agreement.* July 1993 (English)
- *Comments on Government Accountability, A Legislative Action Paper on Access to Government.* Presentation to the Standing Committee on Legislation, January 1993 (English)
- *The Changing Role of the Family in the North.* Joint submission by the Council and the NWT Native Women's Association to the Western Arctic Commission for Constitutional Development, March 1992 (English)
- *The Women's Part: A Brief to the Unity Committee.* January 1992 (English)
- *Northern Women and a Western NWT Constitution: Hear Our Voices.* Submission to Western Arctic Commission for Constitutional Development, December 1991 (English)
- *Women In Politics Kit.* August 1991 (English)

CHILD CARE

- *Results of the NWT Child Care Survey.* June 1993 (English)
- *Brief to the Native Council of Canada National Commision on Aboriginal Childcare.* November 1991 (English)
- *Position Paper on Child Care in the NWT.* December 1988 (English and Inuktitut) [NWT Advisory Council on the Status of Women]

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Your success is our business

Auditors' Report

To the director of
Status of Women Council of the Northwest Territories

We have audited the statement of financial position of Status of Women Council of the Northwest Territories as at March 31, 2000 and the statements of operations and changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the council's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2000 and the results of its operations and the changes in its fund balances and cash flows for the year then ended in accordance with generally accepted accounting principles.

MacKay & Partners

Yellowknife, Northwest Territories
May 4, 2000

Chartered Accountants

Status of Women Council of the Northwest Territories

Statement of Financial Position

As at March 31,	2000	1999
Assets		
Current		
Cash	$ 104,589	$ 11,737
Accounts receivable	28,039	87,130
	132,628	98,867
Equipment (Note 2)	**10,609**	-
	$ 143,237	$ 98,867
Liabilities and Fund Balances		
Current		
Accounts payable	$ 39,841	$ 8,063
Deferred revenue	66,022	55,172
	105,863	63,235
Fund Balances		
Benefits Fund	**28,666**	28,666
Unrestricted Fund	**8,708**	6,966
	37,374	35,632
	$ 143,237	$ 98,867

Approved on behalf of the Board

_____ **Director**

_____ **Director**

Status of Women Council of the Northwest Territories

Statement of Operations

For the year ended March 31,	2000	1999
Revenue		
Contributions		
- Government of Northwest Territories	$ 326,364	$ 406,500
- Government of Canada	25,000	67,138
- Other	27,055	95,302
Administration fees	12,027	10,636
Miscellaneous	57,475	36,698
Deferred revenue - net	(10,850)	(5,092)
Contributed services (Note 3)	42,475	50,475
	479,546	661,657
Expenditures		
Administration	2,500	5,636
Advertising	4,488	3,173
Amortization	1,872	-
Books and periodicals	2,414	2,186
Consultants/Facilitator	5,600	-
Conference fees	520	2,447
Contributed services (Note 3)	42,475	50,475
Food service	3,191	14,448
Honoraria	9,850	6,150
Office and photocopy	13,775	14,103
Postage and courier	392	594
Printing and design	29,558	30,767
Professional fees	4,213	3,600
Recording and production	2,460	-
Rental	660	3,000
Research and translation	69,690	57,087
Telephone and fax	7,651	12,256
Travel		
- Community	32,807	167,401
- Council and FPT meetings	14,384	26,091
- Community worker	1,788	6,968
- Other	1,675	7,455
Wages and benefits	225,841	218,476
	477,804	644,316
Excess revenue	**$ 1,742**	$ 17,341

Status of Women Council of the Northwest Territories

Notes to Financial Statements

March 31, 2000

1. Accounting Policies

(a) Basis of presentation
The Council follows the fund basis of accounting. Related revenue and expenditures are grouped into funds based on their purposes.

The operating fund includes the main core operating accounts of the Council.

The Council, under its amended contribution agreement, is allowed to create a Maternity and Parental Leave Benefit Fund, using 100% of its annual unexpended core contribution to a maximum of $40,000. No additional amount was transferred to this fund in 2000 (1999 - $17,343).

(b) Revenue recognition
Revenue is recorded in the period specified in the funding agreements entered into with government agencies and other organizations.

(c) Allocation of expenditures
Certain common expenditures have been allocated to programs based on estimate of services provided.

(d) Financial instruments
All significant financial assets, financial liabilities and equity instruments of the Council are either recognized or disclosed in the financial statements together with available information for a reasonable assessment of future cash flows, interest rate risk and credit risk.

(e) Property and equipment
Property and equipment are recorded at cost. Amortization is calculated by the declining balance method or the straight-line method as at the annual rates set out in note 2.

(f) Economic dependence
The Council receives its funding primarily from the Government of the Northwest Territories and other government sources. If the funding arrangements were to change, in management's opinion the Council's operations would be effected.

(g) Deferred revenue
Deferred revenue is unexpended contributions during the fiscal year that is transferred by agreement into the subsequent year.

2. Equipment

			2000	1999
	Rate	Cost	Accumulated Amortization	Net Book Value	Net Book Value
Computer	30%	$ 12,481	$ 1,872	$ 10,609	$ -

3. Non-monetary Transactions

The Council is a public government agency which is covered by the Government of Northwest Territories liability insurance. No amount is recorded in these financial statements for these amounts.

In addition, the Government of the Northwest Territories contributes the following services. The Council recognizes rent at the fair market value and mail and delivery as an estimate.

	2000	1999
Rent	$ 35,475	$ 35,475
Mail and delivery	7,000	15,000
	$ 42,475	$ 50,475

4. Commitments

The Council is committed to office equipment leases of $1,061 per month which expire December 28, 2003.

5. Income taxes

The Council is exempt from income taxes under section 149(1)(e) of the *Income Tax Act*.

6. Uncertainties - Year 2000 Computer Issue

Although January 1, 2000 has passed it is still not possible to conclude that all aspects of the Year 2000 Issue that may affect the entity, including those related to customers, suppliers, or other third parties, have been fully resolved.

Status of Women Council of the Northwest Territories
Schedule of Revenue and Expenditure Program

For the Year Ended March 31, 2000

	Core	Breast Cancer	Leadership	New Futures	Recovery PSAs	Miscellaneous	Total
Revenue							
Contribution							
- Government of Northwest Territories	$ 270,000	$ 4,905	$ -	$ 21,349	$ 22,000	$ 8,110	$ 326,364
- Government of Canada	-	25,000	-	-	-	-	25,000
- Other	-	26,180	-	875	-	-	27,055
Administration fees	12,027	-	-	-	-	-	12,027
Other	7,075	4,100	-	-	-	46,300	57,475
Deferred revenue - 1999	-	26,474	28,698	-	-	-	55,172
Deferred revenue - 2000	-	(17,732)	(8,290)	-	-	(40,000)	(66,022)
Contributed services	42,475	-	-	-	-	-	42,475
	331,577	68,927	20,408	22,224	22,000	14,410	479,546
Expenditures							
Administration	-	-	-	1,000	1,000	500	2,500
Advertising	882	1,422	-	1,043	-	1,141	4,488
Amortization	1,872	-	-	-	-	-	1,872
Books and periodicals	2,060	354	-	-	-	-	2,414
Consultants/Facilitator	-	2,600	3,000	-	-	-	5,600
Conference fees	370	-	-	-	-	150	520
Contributed services	42,475	-	-	-	-	-	42,475
Food service	1,879	961	351	-	-	-	3,191
Honoraria	7,800	-	-	-	-	2,050	9,850
Office and photocopy	11,514	1,353	89	206	439	174	13,775
Postage and courier	258	134	-	-	-	-	392
Printing and design	5,227	10,748	-	885	12,698	-	29,558
Professional fees	4,213	-	-	-	-	-	4,213
Recording and production	-	2,460	-	-	-	-	2,460
Rental	50	455	-	-	-	155	660
Research and translation	3,254	34,181	50	19,385	7,320	5,500	69,690
Telephone and fax	6,233	1,157	261	-	-	-	7,651
Travel							
- Community	2,425	9,185	16,657	-	-	4,540	32,807
- Council and FPT meetings	13,164	1,220	-	-	-	-	14,384
- Community worker	1,788	-	-	-	-	-	1,788
- Other	619	1,056	-	-	-	-	1,675
Wages and benefits	224,200	1,641	-	-	-	-	225,841
	330,283	68,927	20,408	22,519	21,457	14,210	477,804
Excess revenue/(expenditure)	**$ 1,294**	**$ -**	**$ -**	**$ (295)**	**$ 543**	**$ 200**	**$ 1,742**